

28 April 1976

MEMORANDUM FOR: Management Advisory Group

FROM : George Bush
Director

1. First, let me thank you for the tremendous amount of thoughtful work that went into the preparation of your 29 March memo to me. I have shared the substance of it with appropriate officers and now have their views, which I would like to convey to you along with my own thoughts on a few topics.

a. Morale. I asked the Director of Personnel to comment on the various MAG essays concerning the state of morale. His comments will be forwarded to you separately. I share Fred Janney's thought that it would be useful to develop a survey directed at our mid-level Agency supervisors who are very close to the employee work situation. I have asked that this survey be undertaken. In addition, the Management Committee will review once again the wisdom of undertaking a more extensive attitudinal survey. I am pleased that however hectic life becomes, the mainstream of the hard corps of intelligence work continues, and we do seem able to hang in there.

b. Fitness Report Evaluations. Accomplishing personnel evaluations in a consistent and objective way troubles a great many of us. I am, however, somewhat disinclined to establish a task force to study the matter. I have asked the DDA to prepare an Agency-wide notice on the philosophy of Fitness Reports, as well as the necessity for strict adherence to definitions provided on the report form and for objective narrative. I have also asked that a specific segment of each management course be devoted to guidance for the preparation of Fitness Reports.

c. CIARDS. Your work in this regard was particularly detailed, and the DDA has asked that I convey his commendation to you for the obvious interest in

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improving CIARDS. We will need a bit more time to provide a definitive reaction to your paper, but I am assured that this will be forthcoming in the not-too-distant future.

d. Relations with U.S. Media. I find the concept of a Community Spokesman or focal point somewhat attractive. I am uncomfortable with the absence of some clear understanding of our responsibilities to the press. It is a dilemma that may be organic to my position. I have tasked the Management Committee to develop some fresh guidelines for my review, and your ideas will be folded into their deliberations.

e. Miscellaneous. I understand that you are wired into Omega Ware (D/EE0), and I know that he can count on your support. Also, the DDA has conveyed our thanks to the authors of Employee Bulletin No. 498 on changes in the UBLIC Insurance Plan. I encourage MAG to do more of this positive identification.

2. I understand that you will be meeting with the DDCI designee, Mr. E. H. Knoche, later this week. I know you will give him as fine a briefing as you gave me. It is my hope that your good work will come under his general husbandry, and I want you to know that I am available to meet with MAG in the months ahead.

George Bush
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*Thank you for some very
thoughtful work!*

GB

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